Employability Assistance for People with Disabilities (EAPD) Agreement

EAPD Report 2000/2001 2001/2002

An electronic version of this report is available at the Manitoba Family Services and Housing Web site at: www.gov.mb.ca/fs

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INTRODUCTION

This is the second report on the activities cost-shared under the Canada-Manitoba Agreement on Employability Assistance for People with Disabilities (EAPD). The activities reflected in this report are those that were cost-shared under the EAPD Agreement during fiscal years 2000/01 and 2001/02.

The EAPD initiative emphasizes accountability to stakeholders and the general public, thereby enhancing and promoting program effectiveness, information sharing and the identification of best practices. The Agreement requires Manitoba to prepare annual reports on results achieved under the accountability provisions of the Agreement.

OBJECTIVE OF EAPD

The goal of the EAPD initiative is to provide federal funding to provinces and territories for a range of programs and services that enhance the economic participation of working age adults with disabilities. Programs and services eligible for funding under the EAPD Agreement must provide the skills, experience and related supports necessary to prepare people with disabilities for economic participation and employment in the labour market or to help them attain or retain employment. Under this initiative, funding is also provided for programs and services for individuals who are experiencing vocational crisis.

BACKGROUND

The Government of Canada and the Provinces and Territories have offered many programs over the years to assist people with disabilities. One of these programs was the Vocational Rehabilitation of Disabled Persons (VRDP) Program, introduced in 1962.

The VRDP Program represented a funding arrangement between the two levels of government to provide comprehensive programs for the vocational rehabilitation of people with disabilities. While the program was very successful in improving the lives of people with disabilities, it was considered to be weak in the elements which contributed to labour market and economic participation. For this reason, the Government

of Canada and the governments of all provinces and territories embarked on a multilateral process to look at programming in place to assist with the integration of people with disabilities into the labour market and, more specifically, programming funded under the *Vocational Rehabilitation of Disabled Persons Act* (VRDP Act).

This multilateral process, which was launched in February 1997, determined that a stronger focus should be placed on employment within programs that are funded to assist people with disabilities. As a result, the VRDP Program was replaced by the Employability Assistance for People with Disabilities (EAPD) initiative.

EAPD is one of the first initiatives in the context of the Social Union, which is based upon a mutual respect between levels of government and a willingness to work more closely together to meet the needs of Canadians. The Government of Canada and the provinces and territories jointly developed the Multilateral Framework on EAPD[1], which stressed an employability focus and the need to be more accountable to the public and people with disabilities regarding the results of such programming. At this time, all provinces[2] have signed bilateral agreements with the federal government for the cost-sharing of programs that assist people with disabilities to prepare for, attain and maintain employment.

The bilateral agreements are based on the Multilateral Framework and provide each province with the flexibility to develop programs and services and deliver them in a manner which best responds to the requirements of people with disabilities and labour market circumstances in their jurisdiction.

[1] Quebec did not endorse the Multilateral Framework but has signed an EAPD Agreement with the Government of Canada.

[2] The Northwest Territories and Yukon endorsed the Multilateral Framework but there are no EAPD agreements with the Northwest Territories, Yukon or Nunavut at this time.

Agreement

CANADA-MANITOBA EAPD AGREEMENT

The Canada-Manitoba EAPD Agreement is a five-year, cost-sharing arrangement between the Government of Canada and the Government of Manitoba, covering the period April 1, 1998 to March 31, 2003. The Agreement outlines the conditions under which Canada will provide contributions to Manitoba to share the cost of measures which will enhance the economic participation of working age adults with disabilities in the labour market by helping them overcome barriers to employment.

The Agreement included a three-year transition period to allow Manitoba time to adjust EAPD programming to reflect this new employability focus while avoiding disruptions in service and loss of cost-sharing revenue.[3]

Beginning in the final year of the Agreement (2002/03), programs and services that are not consistent with the principles of the Agreement will no longer be cost-shared. These include programs that are oriented to medical treatment and services provided in sheltered employment or work activity programs that do not demonstrate preparation of people with disabilities for entry into the labour market.

Eligible Programs, Goods and Services

Under the EAPD Agreement, Manitoba has agreed to provide the following range of programs, goods and services which are designed to reduce barriers to employment and enable people with disabilities to prepare for, attain and retain employment:

- **Pre-employment activities**
  Counselling, case coordination and support services, work assessment, work training, and training-on-the-job placements.

- **Adult and post-secondary education**
  Counselling, tuition, and disability-related supports such as tutors.

[3] Due to delays in the implementation of the EAPD initiative, the transition period has been extended one year to 2001/02.

- **Employment support activities**
  Employment placement, counselling and support, consultation services, job search and placement activities, job development and marketing, job coaching services, supported employment and follow-up activities, and supports during a vocational crisis.
- **Technical and related supports**
  Disability-related supports such as transportation services (regular and adapted), adaptive aids and devices, adaptive technologies, tutors, interpreters, and interveners.

Canada has, in turn, agreed to contribute 50 per cent of the expenditures that Manitoba incurs in providing eligible programs and services under the Agreement, up to a maximum of $7.914 million annually for the five-year period of the Agreement.

Administration Expenses

Beginning in 1999/2000, federal cost sharing for administration expenses will not exceed 15 per cent of the total annual federal contribution. Administrative costs include the following:

- Salaries and benefits for provincial government and external agency staff involved in the coordination and administration of services cost-shared under the Agreement (e.g., support staff, administrators, accountants, policy analysts and researchers);
- Administration and overhead costs (e.g., rent, utilities and supplies);
- Research and evaluation;
- Publicity;
- Liability insurance to enable people with disabilities to participate in programs and services cost-shared under the Agreement;
- Information systems costs (including the costs of producing and maintaining financial and administrative data and meeting reporting requirements);
- Staff training costs; and
- Audit costs.

Implementation Process

The EAPD Agreement indicates that implementation will be guided by the following principles:

- direct support of employability through programs and services to prepare people with disabilities for economic participation and employment in the labour market and to assist them in retaining employment, including assistance through vocational crises;
- focus on individual needs and participation through a range of measures from pre-employment support to short-term assistance, to employment supports directed to individuals' needs, recognizing individuals' knowledge of their own employability and labour market requirements, with provision for an appeal mechanism to ensure fair application of provincial legislation and policies;
- flexibility in Manitoba's development and delivery of programs and services appropriate to requirements of participants and labour market circumstances in Manitoba;
- operation within an accountability framework;
- coordination of programs and services with a view to making the best use of existing resources and to avoiding unnecessary overlap and duplication; and
- recognition of the financial contributions of Canada under this initiative in all informational materials prepared for the public that relate to the programs or services funded through this initiative.

The implementation of the EAPD Agreement in Manitoba is guided by the EAPD Federal-Provincial Management Committee, which consists of federal representatives from Human Resources Development Canada – Manitoba Region and provincial representatives from the four program areas which are cost-shared under the EAPD Agreement. A federal representative and a provincial representative co-chair the Committee.

The main focus of the Committee's work during 2000/01 and 2001/02 was completing the determination of EAPD eligibility for programs cost-shared under the VRDP Agreement and assessing replacement programs identified as meeting eligibility criteria. The process included the preparation of program profiles that describe the services and participants of each of the programs.

Consultations with the Disability Community

The EAPD Agreement requires that mechanisms for assessing and evaluating the anticipated and actual results of the initiative involve people with disabilities, using either formal structures or advisory groups. This is to ensure that funds are effectively allocated to best achieve the goals of the initiative.

The primary mechanism for involving the disability community in the accountability and evaluation components of the EAPD initiative is through representation on the EAPD Outcome Measures Working Group, which is responsible for developing the accountability requirements of the EAPD Agreement.

Another mechanism for input is the Joint Community and Government Consultation on Disability and Employment Issues, established to provide a forum for the disability community and government to discuss issues affecting the employment of people with disabilities. The joint consultation group is co-chaired by a representative of the disability community and a representative of the provincial government and is composed of members of the disability community (consumers, service providers and advocates) and government staff from the four provincial departments that provide employment-related services to people with disabilities (Education, Training and Youth; Family Services and Housing; Health; and Labour and Immigration). The community group has established a number of sub committees to review priority issues and developed recommendations for the consideration of government.

Information Sharing

The EAPD Agreement requires that Canada and Manitoba establish a process for the regular exchange of information on all programs and services for people with disabilities, and undertake a mutual review of annual plans for all programming in this area, to ensure a coordinated response to labour market issues.

In response to this requirement, the Canada-Manitoba EAPD Information Sharing Working Group was established in October 1999. The Working Group is co-chaired by a federal representative and a Manitoba representative and includes representation from federal and provincial programs providing employment-focused services to people with disabilities.

ACCOUNTABILITY REQUIREMENTS

As the EAPD initiative emphasizes accountability to stakeholders and the general public, a key part of the initiative is the accountability framework, which is to be developed and implemented by Canada and Manitoba and include the following components:

- results indicators,
- evaluation, and
- a Multi-year Program and Expenditure Plan.

The Agreement requires that accountability and evaluation mechanisms accommodate quantitative and qualitative approaches and focus on changes in the employment and employability status of program participants.

The accountability measures are to take into account:

- the fact that people with disabilities require varying lengths and types of interventions to assist in their economic participation in the labour market;
- the new flexibility provided to provinces and territories in this initiative;
- the desire of governments to achieve administrative efficiencies; and
- the value of stakeholder participation and the need to provide results to Canadians so that they can assess the effectiveness and efficiency of the initiative.

As mentioned in the section on Consultations with the Disability Community, the EAPD Outcome Measures Working Group is responsible for developing the accountability requirements of the EAPD Agreement. The Working Group is composed of representatives from the disability community, Human Resources Development Canada – Manitoba Region, and Manitoba departments which currently deliver services that are funded under the EAPD Agreement or are anticipated to be cost-shared in the future.

Results Indicators

The EAPD Agreement requires that the following primary indicators be used to measure the short- and medium-term results of interventions under this initiative:

- the number of people actively participating in programs;
- the number of people successfully completing programs;
- the number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment;
- the number of people employed after participation; and
- the number of people sustained in employment in the case of vocational crises.

Each program area is responsible for developing mechanisms to track these indicators. As a result, there is the possibility that some participants may be counted more than once if they are receiving services from more than one program area.

As 2000/01 and 2001/02 are the third and fourth of the transition years, Manitoba programs are still in the process of developing information systems to capture the information required to respond to the accountability requirements in the Agreement. Accordingly, some of the programs were not able to report on all five indicators in 2000/01 and 2001/02 (see the sections on the individual programs for more information).

Evaluation

Evaluation activities are intended to measure the long-term and qualitative impacts for EAPD-funded programs and to develop a better understanding of best practices in program design and delivery, including the ability to address the needs of people with multiple, complex and severe disabilities. Qualitative factors may include consumer satisfaction, reduction of individual and systemic barriers, and best practices.

In 2001/02, Manitoba participated in the EAPD's Promising Practices Project. Five provinces elected to participate and identified nine practices for an evaluation. The intent was to develop a base of knowledge on the most relevant employability programming for participants.

In Manitoba, the Behavioural Health Foundation Inc. (BHF) and Career Connections Inc. (CCI) were nominated to participate in the Promising Practices Project. BHF provides a comprehensive array of services to program participants including skills development programs, employment readiness training and work placements. The target populations are men and women with an addiction problem. CCI provides community integrated employment services, including assessments, counselling and employment preparation for persons with disabilities.

It is anticipated that the final report on the Promising Practices Project will be received in 2002/03.

Multi-Year Program and Expenditure Plan

The EAPD Agreement requires that Manitoba complete a Multi-year Program and Expenditure Plan, which includes program descriptions, projected numbers of participants and projected program delivery and administration expenditures. The plan is to be reviewed and updated on an annual basis.

As the Agreement provides for a three-year transition period, the Multi-year Program and Expenditure Plan is also to include a transition component which will identify the phase-out of ineligible programs and the introduction of replacement programs. The transition component is intended to ensure an orderly introduction of eligible programs and provide stability in programming and funding during this period. The Agreement indicates that Canada and Manitoba should identify ineligible programs in 1998/99, begin the transition in 1999/2000 and complete the process in 2000/01.[4]

In accordance with the requirements of the Agreement, Manitoba developed the format for a Multi-year Program and Expenditure Plan, which includes a description of programming currently funded under EAPD, projected program delivery and administration expenditures, and the proposed transition to the requirements of the new Agreement. The program description and expenditure sections have been completed. However, the transition component of the Plan could not be completed as the determination of eligible programming extended past the 2001/02 target date.

[4] Due to delays in the implementation of the EAPD initiative, the transition period was extended to 2001/02.

Definitions

TERMS AND DEFINITIONS

The EAPD Agreement requires that Canada and Manitoba develop definitions for the results indicators in the Agreement and agree on methodologies for their calculation by the end of 1998/99.

To meet this requirement, each program area funded under EAPD developed an Accountability Framework, which included formal and operational definitions for each of the five results indicators in the Agreement, as well as the data sources for this information. The formal definitions are the definitions agreed to by all provinces for reporting on the results indicators at the national level, while the operational definitions and the data sources are specific to each program area. In some cases, the data sources could not be identified as the data collection system was still in the process of being developed.

The provinces agreed to the following definitions for terms from the Multilateral Framework:

Completing
Finishing all steps in the person's program or service.

Employment
Any job that is paid at minimum wage, or above, or the equivalent when earnings are not based on an hourly wage.

Maintained / Sustained Employment
An employment situation where a person has received supports in order to keep a job.

Participating
Engaged in a program or service with the objective of preparing for, attaining or maintaining employment, as outlined in the person's action plan.

Support
An intervention, service, benefit or assistance provided to a person with a disability in order to assist the person in preparing for, attaining or maintaining employment.

Vocational Crisis
A disability-related change or event that puts maintaining employment at risk.

These definitions form the basis of the four results indicators that are common to the EAPD bilateral agreements of all provinces. The following definition was developed for the fifth results indicator that is in the Canada-Manitoba Agreement:

Progression
Completing one employment-focused intervention and moving on to another one, in accordance with the person's action plan.

Components

Components of Manitoba EAPD Programming

Manitoba programs funded under the EAPD Agreement provide a wide range of employment-focused services to assist adults with disabilities in preparing for, obtaining and maintaining employment. These programs are delivered by the following four major program areas, each of which serves different target populations:

- **Vocational Rehabilitation Program** (Manitoba Family Services and Housing) - adults with developmental, physical, psychiatric or learning disabilities;
- **Mental Health Programs** (Manitoba Health) - adults with psychiatric disabilities;
- **External Addictions Agencies** (Manitoba Health) - adults with drug or alcohol addictions; and
- **Addictions Foundation of Manitoba** (Manitoba Health) - adults with drug or alcohol addictions.

The programs that were cost-shared under the EAPD Agreement in 2000/01 and 2001/02 are those that were cost-shared under the former VRDP Agreement. Other Manitoba programs, which may be eligible under EAPD, have not been submitted for cost sharing as the expenditures of the existing programs currently exceed the cost-shareable amount, which is capped at $7,914,000.

The following two tables provides a summary of 2000/01 & 2001/02 expenditures by program area:

MANITOBA EAPD PROGRAM AREAS
ADMINISTRATION AND PROGRAM EXPENDITURES ($000) 2000/01

Program Area	Administration	Program	Total
Vocational Rehabilitation Program	909.2	5,611.5	6,520.7
Mental Health Programs	296.4	3,645.4	3,941.8
External Addictions Agencies	417.3	1,027.5	1,444.8
Addictions Foundation of Manitoba	1,444.9	4,283.2	5,728.1
Total Expenditures	**3,067.8**	**14,567.6**	**17,635.4**
Federal Contribution*	**1,187.1**	**6,726.9**	**7,914.0**
Provincial Contribution	**1,880.7**	**7,840.7**	**9,721.4**

* As of 1999/00, Canada's contribution for administrative costs will constitute no more than 15 per cent of the total annual federal contribution.

MANITOBA EAPD PROGRAM AREAS
ADMINISTRATION AND PROGRAM EXPENDITURES ($000) 2001/02

Program Area	Administration	Program	Total
Vocational Rehabilitation Program	1,082.3	5,802.9	6,885.2
Mental Health Programs	480.7	4,036.4	4,517.1
External Addictions Agencies	336.6	793.6	1,130.2
Addictions Foundation of Manitoba	1,590.9	4,319.0	5,909.9
Total Expenditures	**3,490.5**	**14,951.9**	**18,442.4**
Federal Contribution*	**1,187.1**	**6,726.9**	**7,914.0**
Provincial Contribution	**2,303.4**	**8,225.0**	**10,528.4**

* As of 1999/00, Canada's contribution for administrative costs will constitute no more than 15 per cent of the total annual federal contribution.

Vocational Rehabilitation Program

The Vocational Rehabilitation Program offers a wide range of employment-focused services to assist adults with disabilities in preparing for, obtaining and maintaining employment. To be eligible for vocational rehabilitation services, a person must:

- be a resident of Manitoba with a mental, psychiatric, learning or physical disability;
- be 16 years of age or older;
- be legally entitled to work in Manitoba; and
- show a willingness to prepare for, obtain and maintain employment.

Applications for services must include proof of a qualifying disability that has been diagnosed or assessed by an appropriate professional.

The Vocational Rehabilitation Program is delivered by Vocational Counsellors in Manitoba Family Services and Housing regional offices and three designated agencies, with each component serving individuals with specific types of disabilities, as follows:

- Family Services and Housing - developmental, psychiatric or learning disabilities;
- The Canadian National Institute for the Blind (CNIB) - visual disabilities;
- Canadian Paraplegic Association (CPA) - spinal cord injuries; and
- Society for Manitobans with Disabilities (SMD) - all other physical disabilities, including hearing disabilities.

The Vocational Rehabilitation Program also purchases work assessment, work training and follow-up services from six not-for-profit Evaluation and Training Centres. These centres share a common goal of assisting program participants to prepare for, obtain and maintain employment, but each has developed its own method of achieving this objective and each serves a different disability group, as follows:

- **Career Connections** (developmental, physical, psychiatric, and learning disabilities - western Manitoba);
- **Employment Preparation Centre** (physical, psychiatric and learning disabilities - Winnipeg, with itinerant services to central, eastern, north-western and northern areas of Manitoba);
- **Network South Enterprises** (developmental disabilities - Winnipeg);
- **Sair Centre of Learning** (psychiatric and learning disabilities - Winnipeg);
- **SCE Lifeworks** (developmental disabilities - Winnipeg); and
- **The Trainex Centre** (developmental, physical, psychiatric, and learning disabilities - south/central Manitoba).

The designated agencies receive an annual grant for delivering vocational rehabilitation services. The Evaluation and Training Centres are paid a per diem that reflects operating costs, salaries and benefits for staff that are dependent on the volume of assessment and training services provided. In addition, three Evaluation and Training Centres have historically received a grant to assist with the cost of salaries and benefits for staff viewed as essential to the operation of the organization.

Service Purchase Agreements are signed with the designated agencies and the Evaluation and Training Centres. The Agreements outline the services that are to be provided, funding levels and mechanisms, expected service outcomes and reporting requirements.

Description of Programs and Services

The EAPD-funded activities of the Vocational Rehabilitation Program can be divided into the following four components:

- Administration;
- Service Coordination;
- Training; and
- Direct Employment Support.

Administration

The Vocational Rehabilitation Directorate provides policy direction to the provincial staff, designated agencies and external service providers who deliver the Vocational Rehabilitation Program. Directorate staff also approve and monitor the funding for goods and services provided under the program to assist eligible clients in preparing for, obtaining and maintaining employment.

Manitoba Family Services and Housing also plays a coordinating role in the administration of the EAPD Agreement for the Province of Manitoba. This responsibility is supported by the Vocational Rehabilitation Directorate by ensuring that programming funded under the Agreement meets the eligibility criteria and that appropriate data collection systems are in place to meet the accountability and evaluation requirements. Administration costs also include a portion of the grants to the three designated agencies (CNIB, CPA and SMD) and the Evaluation and Training Centres.

Service Coordination

The Vocational Rehabilitation Program provides individualized services, based on a vocational rehabilitation model in which vocational counselling responsibilities include vocational assessments, adjustment and psychosocial counselling, case management, vocational planning, job placement and development activities. This model is participant-centered, with the Counsellor being an information and counselling resource designed to assist the participant in preparing for, obtaining and/or maintaining employment. The Vocational Counsellor coordinates the delivery of a range of goods and services required by the participant to achieve this goal.

The activities of the Vocational Counsellor vary for each participant, and can include:

- determining eligibility for the Vocational Rehabilitation Program;
- basic assessment;
- pre-employment and vocational counselling, taking into consideration disability-related factors that impact employment;
- development of an individualized vocational plan;
- coordination of services required to implement and support the plan;

- direct assistance in job search and employment placement; and
- monitoring and follow-up after employment has been obtained to enhance the stability of the job by addressing disability-related issues as they arise or arranging appropriate employment-related supports.

A wide variety of resources can be utilized to contribute to the development, implementation and successful outcome of the participant's vocational plan. These resources may be funded under the EAPD Agreement or from other sources, such as Employment Insurance, disability insurance or Workers Compensation. The resources may be designed to address specific disability-related issues but are often mainstream services.

The development of a vocational plan may include purchasing assessment services from private psychologists or from one of the Evaluation and Training Centres. After the assessment is completed, the plan is further developed, generally taking one of the following paths:

- educational training;
- work training; or
- direct employment support.

Training

When the vocational plan includes formal educational or skill training, the Vocational Counsellor will assist the participant in selecting the appropriate training facility and accessing funding resources. When other funding resources are not available, the participant may be assisted to apply for funding through the Vocational Rehabilitation Program's Individual Vocational Rehabilitation Fund (Training Fund), which provides funding for educational and vocational training.

When the vocational planning process results in the participant requiring academic or skills training, arrangements are made to provide funding assistance through the program toward costs associated with tuition, books, supplies, transportation and disability-related supports. When the vocational plan includes more practical hands-on training, the Vocational Counsellor will assist the participant in accessing placement, assessment, work training and follow-up services from an Evaluation and Training Centre. These centres

generally carry out assessments and work training in regular, community-based employment settings.

Trainex does their assessments and work training on site, but include a component of community-based work training. The Employment Preparation Centre does assessments on site, but work training is done in regular employment or community-based settings. Occasionally, the Vocational Counsellor will arrange work training directly with an employer, usually in areas not served by one of the Evaluation and Training Centres.

Vocational Counsellors can access a number of support services to assist the client in attending specific training activities. These services include assistance towards transportation costs, a nominal monthly miscellaneous allowance for incidental expenses, and room and board for those attending training out-of-province (only in situations where the training is designed specifically to address disability-related needs, such as Gallaudet University in Washington D.C. for individuals with hearing disabilities).

In addition, Vocational Counsellors can access funding for special disability-related supports such as special equipment and adaptive devices, tutoring, medical and psychological assessments, sign language interpreting, and graphic interpreting.

Adults who develop visual disabilities may also receive specific training services from CNIB which are aimed at helping them adjust to their blindness or progression of their vision impairments. These services are primarily designed to assist the participant in learning the new skills required to prepare for, obtain and maintain employment.

Direct Employment Support

When the participant demonstrates employment readiness, the Vocational Counsellor will assist directly or indirectly with job placement activities as well as a range of support services, if required. Support services can include wage subsidies for Training on the Job Agreements, work site accommodations, specialized equipment, and interpreting services during an orientation period. Follow-up services, including a limited amount of job coaching, are generally purchased from Evaluation and Training Centres.

Self-Directed Option

In 2000/01, a self-directed option was introduced to provide individuals with disabilities a choice in how they can apply for Individualized Vocational Rehabilitation Funding. This choice allows eligible participants who do not want or need assistance from a Vocational Counsellor the opportunity to submit requests for funding assistance. A Self-Directed Vocational Rehabilitation Services Handbook For Applicants is available to assist applicants, including the necessary forms for determining service eligibility, and service plan requests. A review committee, consisting of community representatives and Vocational Rehabilitation Directorate staff, review self-directed applications and forward recommendations to the Vocational Rehabilitation Director for approval.

School to Work Transition

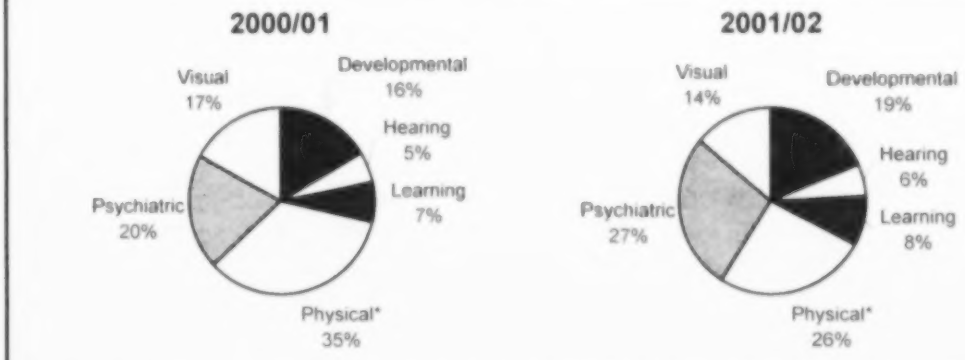
School to Work Transition is an EAPD-funded employment activity which was funded through the Day Services Program until 2000/01 at which time it was transferred to the Vocational Rehabilitation Training Fund. This funding purchases job coach services to support adults with developmental disabilities in their transition from the school system to competitive employment at minimum wage or higher.

Program Participants

The Vocational Rehabilitation Program serves approximately 3,700 clients at any one time. The following tables provide information on the disability of program participants and the region or agency providing case management services, as at the end of March 2001 and 2002.

VOCATIONAL REHABILITATION PROGRAM
TOTAL NUMBER OF PARTICIPANTS BY PRIMARY DISABILITY
AS AT MARCH 31, 2001 AND 2002

Disability	2000/01	2001/02
Developmental	605	691
Hearing	198	208
Learning	262	312
Physical*	1,283	972
Psychiatric	746	1,006
Visual	629	512
Total**	**3,723**	**3,701**



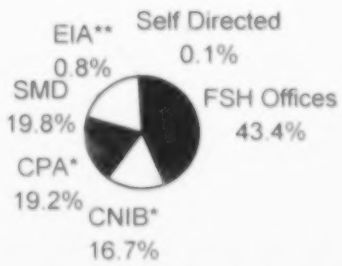
* Other than a hearing or visual disability.

** Since 1999/2000, there has been some movement to include only those participants in an active status, resulting in slightly lower totals than reported in 1999/2000.

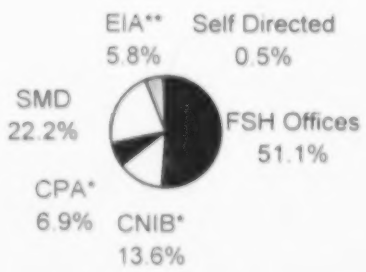
VOCATIONAL REHABILITATION PROGRAM
TOTAL NUMBER OF PARTICIPANTS BY REGION OR AGENCY
AS AT MARCH 31, 2001 AND 2002

Region / Agency	Number of Participants	
	2000/01	2001/02
Family Services and Housing Regional Offices		
Central	137	146
Eastman	65	70
Interlake	67	77
Norman	6	6
Parkland	96	107
Thompson	29	32
Westman	196	231
Winnipeg	1,020	1,222
Subtotal	**1,616**	**1,891**
The Canadian National Institute for the Blind (CNIB)*	623	504
Canadian Paraplegic Association (CPA)*	716	255
Society for Manitobans with Disabilities (SMD)	736	820
Employment and Income Assistance**	28	213
Self Directed	4	18
Total	**3,723**	**3,701**

2000/01



2001/02



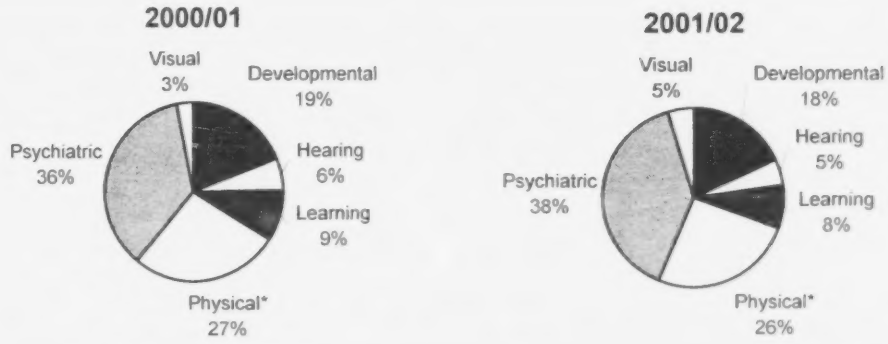
* Represents efforts to include only those participants in an active status.

** In 2000/01, an agreement was reached with Employment and Income Assistance to support short-term training requests for eligible participants attending programs to assist with preparation for employment.

In addition to the Service Coordination provided by the Vocational Counsellors, 1,353 participants received funding from the Individual Vocational Rehabilitation Fund in 2000/01 and 1,642 in 2001/02.

VOCATIONAL REHABILITATION PROGRAM
INDIVIDUAL VOCATIONAL REHABILITATION FUND
NUMBER OF INDIVIDUALS FUNDED BY DISABILITY
AS AT MARCH 31, 2001 AND 2002

Disability	Number of Individuals	
	2000/01	2001/02
Developmental	254	296
Hearing	82	78
Learning	122	130
Physical*	369	420
Psychiatric	485	642
Visual	41	76
Total	**1,353**	**1,642**



* Other than a hearing or visual disability.

Results Indicators

The Vocational Rehabilitation Program information system was not able to capture data on the five results indicators for 2000/01 & 2001/02, so information was collected manually from the Vocational Counsellors on each participant who was actively engaged in employment-focused activities during the fiscal year. Information on the five results indicators is provided in the following table.

VOCATIONAL REHABILITATION PROGRAM
EAPD RESULTS INDICATORS

Results Indicator	Participants	
	2000/01*	2001/02
1. Number of people actively participating in programs**	2,959	3,643
2. Number of people successfully completing programs	781	869
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	1,333	1,264
4. Number of people employed after participation	1,273	1,532
5. Number of people sustained in employment in the case of vocational crises	431	398

* These are final totals for 2000/01. Figures submitted for inclusion in the Federal EAPD report were preliminary data.

** The significant increase in participants for 2001/02 is the result of reviewing all participants receiving service during the fiscal year. In previous years, only those participants open on March 31st were reviewed.

For those participants who were employed during 2000/01 & 2001/02, the following additional information is provided on the type of employment.

VOCATIONAL REHABILITATION PROGRAM
TYPE OF EMPLOYMENT

Type of Employment	Participants	
	2000/01	2001/02
1-15 hours per week, casual or seasonal	124	139
1-15 hours per week, term	29	36
1-15 hours per week, permanent	93	86
16-30 hours per week, casual or seasonal	85	120
16-30 hours per week, term	40	58
16-30 hours per week, permanent	206	255
31 or more hours per week, casual or seasonal	75	93
31 or more hours per week, term	48	79
31 or more hours per week, permanent	514	587
No response	59	79
Total	**1,273**	**1,532**

Additional information is also provided on the reasons participants did not complete or progress in their programs during 2000/01 or 2001/02. It should be noted that these reasons, and the determination of whether participants successfully completed or progressed in their programs, are from the perspective of the Vocational Counsellor.

Vocational Rehabilitation Program
Reasons for Not Completing Program

Reason	Participants	
	2000/01	2001/02
Continuing in their plan	1,129	1,234
Found employment	25	37
Disability-related reasons	408	654
Family / personal matter	143	190
Other funding not available	5	3
Could not access program of choice	15	15
No longer interested in program or plan	228	266
Other source of funding	7	67
Moved	38	89
Retired *	2	28
Deceased	13	40
Other	58	59
No response	75	69
Total	2,146	2,751

* New code added in 2000/01.

Vocational Rehabilitation Program
Reasons for Not Progressing in Program

Reason	Participants	
	2000/01	2001/02
Disability-related reasons	368	589
Family / personal matter	149	192
Lack of motivation	117	167
Voluntary withdrawal	171	217
Supports / funding not available	23	25
Other	100	197
No response	72	52
Total	**1,000**	**1,439**

Expenditures

The following table provides a breakdown of Manitoba Family Services and Housing expenditures for 2000/01 and 2001/02.

FAMILY SERVICES AND HOUSING
EAPD ELIGIBLE EXPENDITURES ($000)

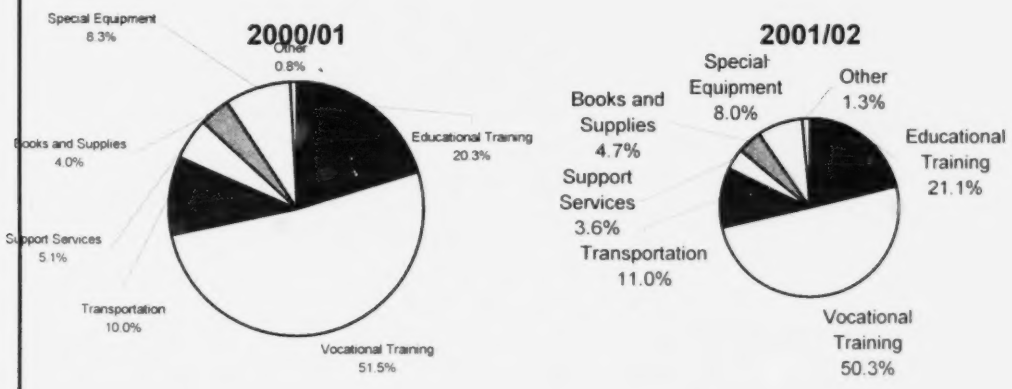
Component	2000/01 Expenditures	2001/02 Expenditures
Administration*	909.2	1,082.3
Service Coordination	3,031.0	2,963.3
Training	2,366.5	2,544.0
Direct Employment Support	214.0	295.6
Total	**6,520.7**	**6,885.2**

* A greater portion of administration expenditures were claimed in 2001/02 due to a shortfall in the amount of program costs that were eligible to be claimed. This shortfall can be attributed to some services funded by Manitoba Family Services and Housing being ineligible for cost-sharing, as well program staff vacancies in some of the agencies. As a result, a greater portion of administrative expenses were claimed. This does not represent an increase in administrative expenditures for Manitoba Family Services and Housing.

The following table provides more detailed information on the expenditures of the Individual Training Fund.

VOCATIONAL REHABILITATION PROGRAM
INDIVIDUAL TRAINING FUND
EXPENDITURES BY ACTIVITY ($000)

Activity	Expenditure	
	2000/01	2001/02
Educational Training	500.2	570.6
Vocational Training	1,266.2	1,362.7
Transportation	246.4	297.8
Support Services	125.8	98.3
Books and Supplies	98.9	127.6
Special Equipment	203.4	218.0
Other	19.6	34.4
Total	**2,460.5**	**2,709.4**



MENTAL HEALTH PROGRAMS

There are several programs and services, directly or indirectly supported by Manitoba Health and funded under the EAPD Agreement, which provide a wide range of employment-focused services to assist adults experiencing mental illness in preparing for, attaining and retaining employment.

In Manitoba, a "**Choose, Get and Keep**" approach to employability services is used in the mental health field. Within this framework, supported employment services are used to help people experiencing mental illness to be satisfied and successful in the work environments of their choice, with the least possible professional support. The main components of the model are as follows:

- **Choose** – the selection of a job compatible with a participant's values and qualifications. Three major "choosing" activities are employment goal setting, job development and decision-making.
- **Get** – the acquisition of a job from an employer in a desired competitive work setting. Three major "getting" activities are placement planning, direct placement and placement support.
- **Keep** – the maintenance of employee success and satisfaction through development and enhancement of the participant's skills and supports. Three major "keeping" activities are skill development, service co-ordination and consultation.

Description of Programs and Services

Employment activities funded under the EAPD Agreement, within the context of mental health services, can be divided into three categories:

- employability services funded directly through Manitoba Health,
- employability services delivered by the Regional Health Authorities, and
- employability services provided by external agencies and funded by a Regional Health Authority.

Services Funded Directly Through Manitoba Health

Selkirk Mental Health Centre

Staff at the Selkirk Mental Health Centre provided vocational rehabilitation services to approximately 85 individuals in 2000/01 and 80 individuals in 2001/02. The primary goal is to explore vocational interests and aptitudes and to develop job readiness through interdisciplinary assessments and skill development opportunities. Services provided primarily relate to the pre-employment ("**Choose**") phase of the **"Choose, Get and Keep"** approach.

Services in the **"Choose"** phase include the following:

- Employment goal setting, utilizing identification of vocational interests and supports, psychological testing and work simulation;
- Skill development and job readiness training through individual and group counselling and teaching sessions and situational work experiences; and
- Situational work experiences available through the Vocational Incentive Program, which provide opportunities to learn, develop, improve or maintain work skills and habits in supportive work placements.

During 2000/01, 51 individuals were involved in **"Choose"** related activities. Sixty-seven (67) were involved in 2001/02. In each year, 75 individuals participated in the Vocational Incentive Program.

Services in the "**Get**" phase include assistance with resume writing, job interview skills, job search and application activities. Where further job placement assistance is required, a referral is made to the appropriate community resource.

Services in the "**Keep**" phase primarily apply to participants who have a job to return to and may require assistance identifying job stressors, accommodations needed to stay employed, and skill development or strategies needed to be practised to return to work (e.g., relaxation techniques and time management).

Mental Health Programs Administration

Although the direct delivery of services has devolved to the Regional Health Authorities, Manitoba Health continues to maintain responsibility for overall standards in province-wide programs and the evaluation of specific outcomes for individuals involved in employment-related programs, services and initiatives. As well, the Department has responsibility for providing financial support to the Regional Health Authorities for services provided to the community.

Services Delivered by the Regional Health Authorities (RHAs)

Starting in 1997, mental health services in the province were devolved to 10 Regional Health Authorities in Rural/Northern Manitoba. In 1998, two Regional Health Authorities were established in Winnipeg and one in Brandon. In 2000, the Winnipeg Authority was reduced to one, whereas in 2002, two rural regions were amalgamated to the current eleven RHAs. The RHAs have responsibility for the direct delivery of core mental health services to clients. These services are delivered through the Community Mental Health Program by a number of different types of service providers, including Community Mental Health Workers, Intensive Case Managers, Employment Development Counsellors, and Proctors.

Community Mental Health Program

The Community Mental Health Program of Regional Health Authorities provides services to adults who experience acute mental illness, adults with severe and persistent mental illness, and older adults with mental health problems.

In 2000/01, the Community Mental Health Program provided services to 12,288 individuals, 8,932 of whom were of employable age (18-64 years). In 2001/02 services were provided to 12,008 individuals, 8,904 of whom were of employable age (18 - 64 years)[5]. Of approximately 300 Community Mental Health Program service providers in Manitoba, 127.7 are considered cost-shareable under the EAPD Agreement in 2000/01 and 150.75 in 2001/02. Other workers, including Child and Adolescent workers and Psychogeriatric workers, are not eligible for EAPD cost sharing.

[5] Employable age data available on cases open for the year. Same percentage was utilized to calculate employable age for those individuals that were brought forward at the beginning of the year.

The 127.7 (2000/01) and 150.75 (2001/02) Community Mental Health Program service providers can be divided into three types of workers, as follows:

- Generic Community Mental Health Workers (CMHW);
- Intensive Case Managers (ICM); and
- Employment Development Counselors (EDC).

The following tables provide a breakdown of these workers by Regional Health Authority and type of worker.

COMMUNITY MENTAL HEALTH PROGRAMS
EMPLOYMENT SERVICES TO ADULTS
BY REGIONAL HEALTH AUTHORITY AND TYPE OF WORKER (2000/01)

Regional Health Authority	Type of Community Mental Health Service Provider*			
	CMHW	ICM	EDC	Total
Brandon	10.1	6.0	2.9	19.0
Burntwood	9.5	1.0	0.5	11.0
Central	7.7	2.0	0.5	10.2
Churchill	1.0	0.0	0.0	1.0
Interlake	8.0	2.0	1.0	11.0
Marquette	5.0	0.0	0.0	5.0
Norman	8.0	0.0	0.0	8.0
North Eastman	4.0	0.5	0.0	4.5
Parkland	9.0	3.0	2.0	14.0
South Eastman	9.0	0.0	0.0	9.0
South Westman	5.0	0.0	0.0	5.0
Winnipeg	22.0	8.0	0.0	30.0
Total	**98.3**	**22.5**	**6.9**	**127.7**

* Number of Equivalent Full Time (EFT) positions cost-shareable under EAPD.

COMMUNITY MENTAL HEALTH PROGRAMS
EMPLOYMENT SERVICES TO ADULTS
BY REGIONAL HEALTH AUTHORITY AND TYPE OF WORKER (2001/02)

Regional Health Authority	Type of Community Mental Health Service Provider*			
	CMHW	ICM	EDC	Total
Brandon	15.0	13.0	4.0	32.0
Burntwood	9.0	1.0	0.0	9.0
Central	9.0	2.0	0.0	11.0
Churchill	1.0	0.0	0.0	1.0
Interlake	9.0	2.0	1.0	12.0
Marquette	6.0	0.0	0.0	6.0
Norman	6.25	0.0	0.0	6.25
North Eastman	4.0	0.5	0.0	4.5
Parkland	9.0	3.0	2.0	14.0
South Eastman	9.0	1.0	0.0	10.0
South Westman	5.0	0.0	0.0	5.0
Winnipeg	32.0	8.0	0.0	40.0
Total	**114.25**	**30.5**	**7.0**	**150.75**

* Number of Equivalent Full Time (EFT) positions cost-shareable under EAPD.

Community Mental Health Workers (CMHW) engage in all aspects of assessment, planning and intervention at various levels with clients. They assist clients in dealing with crises, link them with clinical supports and other resources, and provide counseling and case management services.

Intensive Case Managers (ICMs) provide a rehabilitation case management model of service to people with severe and persistent mental illness who require ongoing and intensive case management and rehabilitation services in order to obtain a satisfactory level of success in living in the community. ICMs assist individuals in reaching their goals in the areas of living, working, and learning.

Employment Development Counselors (EDCs) assist adults with a psychiatric disability in choosing, getting and keeping a job. They engage in all aspects of case management, job and resource development, and skill development with clients. In some situations,

the EDC will conduct the skill development training, but in more involved and intense interventions, the EDC will engage proctors or job coaches.

The type of employment-focused activities provided by these service providers varies according to the client's needs. The employment-related services provided could include:

- resume preparation;
- practice interviews;
- completing job applications;
- vocational goal setting;
- referrals (e.g., Vocational Rehabilitation Program, employment centres);
- exploring employment opportunities with clients;
- exploring barriers to employment;
- assisting in waking up, preparing for work; and
- providing support through vocational crisis.

In 2000/01 and in 2001/02, 25 per cent of salaries and benefits provided to Community Mental Health Program service providers were cost-shared under the EAPD Agreement.

Proctors

Proctors are casual support workers who provide support and assistance to people with a mental illness in the areas of living, learning and working. These workers fall under the direction of the Community Mental Health Workers.

The portion of the Proctor Program that is cost-shared under the EAPD Agreement relates to the percentage of time focused on work-related supports such as job coaching, individualized **"Choose"** activities, and work skills training. In 2000/01 and 2001/02, 25 per cent of Proctor Program expenditures were cost-shared.

In 2000/01, there were 413 Proctors employed by the RHAs throughout the province, serving a total of 683 clients. Of those, 70 clients received employment-related Proctor services. In 2001/02, there were 403 Proctors employed by the RHAs, serving a total of 736 clients. Of those, 138 received employment-related Proctor services.

Eden Mental Health Centre

Staff at the Eden Mental Health Centre provide vocational rehabilitation services to inpatients. The primary goal is to explore vocational aptitudes and develop job readiness through interdisciplinary assessments and skill development opportunities. The Eden Mental Health Centre is administered by the Central Regional Health Authority.

Services Delivered by External Agencies

In 2000/01 and 2001/02, there were two external agencies funded by the Winnipeg Regional Health Authority, which provided employability services to mental health consumers – Employment Dimensions and SSCOPE Inc.

Employment Dimensions (Canadian Mental Health Association)

Employment Dimensions assists mental health consumers in selecting, securing and maintaining employment. Program activities include:

- employment counselling;
- skill development;
- school-to-work transition;
- vocational crisis intervention and management;
- pre-employment training;
- post-secondary education support;
- ongoing active employment support;
- supported employment; and
- self-employment.

In addition, the program assists mental health consumers who want to return to school full time to develop a career goal, explore educational options, access funding and complete their course of study, before they resume active status in the program and look for paid work in their field.

In 2000/01, Employment Dimensions provided spaces to 36 people, with 14 of those participants being new to the program. Of the 36 individuals, 9 exited the program, with the majority working and identifying that they no longer needed program services. As well, 18 participants found work as a result of the program. Some continued to

use program services after work was secured, in order to maintain their employment.

In 2001/02, Employment Dimensions provided spaces to 47 people, with 19 of those participants being new to the program. Of the 47 individuals, 26 exited the program, with the majority working and identifying that they no longer needed program services. As well, 23 participants found work as a result of the program. Some continued to use program services after work was secured, in order to maintain their employment.

SSCOPE Inc.

SSCOPE is a non-profit mental health agency that provides casual work opportunities for men and women living in Winnipeg, who are coping with mental health problems and seeking meaningful work experience.

The program offers attainable work experience at a flexible, choice-based level, meeting those needs within the spectrum not necessarily offered by other vocational programs. It provides support, guidance and training for participants and assists them in planning and implementing individualized vocational goals. Currently, SSCOPE is the only service in Winnipeg which seeks to meet the need for casual work opportunities for consumers of mental health services.

SSCOPE provides services such as light hauling, flyer delivery, furniture moving, lawn care, snow removal, house cleaning (e.g., housekeeping or window washing), painting, general cleaning and other odd jobs to seniors, community centres, private businesses, government departments and other residents of Winnipeg.

SSCOPE staff secure work opportunities and match the needs of each job with existing skills of participants. Support Worker staff accompany an individual to a job site to provide support, guidance, on-the-job training, transportation and customer relations, while evaluating and assessing the needs of the participant. The program is flexible, allowing people to move in and out and take various work opportunities as they arise.

In 2000/01, 240 people participated in SSCOPE. Of those, 16 were new to the program and 2 participants obtained full-time or part-time work as a result of participating in the program. In 2001/02, 250 people participated in SSCOPE. Of those, 12 were new to the program and 3 participants obtained full-time or part-time work as a result of participating in the program.

Results Indicators

The following table provides a detailed breakdown, by program or service, of the number of mental health clients who received employability services during 2000/01 and 2001/02.

MENTAL HEALTH PROGRAM RESULTS INDICATOR

Results Indicator	Participants	
	2000/01	2001/02
1. Number of people actively participating in programs	1,193	1,576
2. Number of people successfully completing programs	237	468
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	Not Available	Not Available
4. Number of people employed after participation	614	956
5. Number of people sustained in employment in the case of vocational crises	554	830

MENTAL HEALTH PROGRAM
PARTICIPANTS BY PROGRAM / SERVICE (2000/01)

Program / Service	Participants
Selkirk Mental Health Centre	85
Community Mental Health Workers and Intensive Case Managers	846
Employment Development Counsellors	81
Proctors	70
Employment Dimensions	36
SSCOPE	240
Total	**1,358 ***

* Data submitted in the 1999/00, 2000/01 National Report May 2002 was preliminary data.

MENTAL HEALTH PROGRAM
PARTICIPANTS BY PROGRAM / SERVICE (2001/02)

Program / Service	Participants
Selkirk Mental Health Centre	80
Community Mental Health Workers and Intensive Case Managers	1,370
Employment Development Counsellors	112
Proctors	138
Employment Dimensions	47
SSCOPE	250
Total	**1,997 ****

** New procedures introduced which more accurately identifies those clients receiving employment-related services.

Expenditures

In 2000/01, Mental Health expenditures for programs and services eligible for cost sharing under EAPD totalled $3,941.8. The 2001/02 expenditures totalled $4,517.1. The following tables provide a breakdown of these expenditures by program component.

MENTAL HEALTH PROGRAM
EAPD ELIGIBLE EXPENDITURES ($000) 2000/01

Component		Administration	Program	Total
Selkirk Mental Health Centre		132.9	839.6	972.5
Community Mental Health Workers and Intensive Case Managers		41.4	0.0	41.4
Employment Development Counsellors		94.4	2,295.1	2,389.5
Proctors		0.0	211.0	211.0
Employment Dimensions		27.7	215.8	243.5
SSCOPE		0.0	83.9	83.9
Total	**$**	**296.4**	**3,645.4**	**3,941.8**
	%	7.5	92.5	100.0

MENTAL HEALTH PROGRAM
EAPD ELIGIBLE EXPENDITURES ($000) 2001/02

Component		Administration	Program	Total
Selkirk Mental Health Centre		114.3	857.3	971.6
Community Mental Health Workers and Intensive Case Managers		54.5	0.0	54.5
Employment Development Counsellors		282.1	2,299.3	2,581.4
Proctors		0.0	578.4	578.4
Employment Dimensions		29.8	215.8	245.6
SSCOPE		0.0	85.6	85.6
Total	**$**	**480.7**	**4,036.4**	**4,517.1**
	%	10.6	89.4	100.0

External Addictions Agencies

Manitoba Health provides grants to seven external agencies that provide treatment for alcohol and drug addictions.

The main focus of each of these agencies is to work with clients in treating their addiction(s). However, within each treatment program, there is an employability component that concentrates on supporting clients by assisting them in the development of the skills required to prepare for, attain or retain employment.

The size of the agency and length of its program often determines the degree of involvement in employment-focused programming. Larger agencies will include an employability component within their overall programs whereas smaller agencies will refer their clients to community resources whose expertise is in the area of employment, while continuing to provide emotional and other personal supports through the counselling process.

Description of Programs and Services

Each of the seven addictions agencies cost-shared under EAPD[6] provides services to a different target population.

Addictions Recovery Inc. (ARI)

Addictions Recovery Inc. consists of two seven-bed halfway houses for men. This post-treatment program is for individuals who have completed primary treatment for an addiction and require assistance reintegrating into the community. Within the program, clients are provided with general advice, support and mentoring to assist them in their search for employment, training or upgrading. Clients may be provided with referrals to employment and training services or to employers.

[6] There were only six agencies funded in 2001/02 as the Native Addictions Council of Manitoba (NACM) was not cost shared under EAPD in that fiscal year.

Churchill Regional Health Authority (RHA) – Addictions Services

The Churchill RHA operates a non-residential counselling service out of the Churchill Health Centre. One addiction counsellor provides this service to the Churchill area. Employment readiness and education and training referrals are provided.

Tamarack Rehab Inc.

Tamarack Rehab Inc. is a 12-bed, 90-day post-primary treatment centre for men and women. Within the addictions treatment program, clients receive assistance and support in the job search process. This may include help with developing resumes and cover letters, presentations on various employment-related topics, and referrals for employment. In the final 30 days of treatment, clients are encouraged to seek employment.

Native Addictions Council of Manitoba

Native Addictions Council of Manitoba is a 20-bed residential treatment centre for men and women. The six-week rehabilitation program includes a two-week employment and employability component. Clients may be provided with referrals for employment, and, if they require it, referrals for literacy skill development. The facility has an on-site employment counsellor to assist clients with pre-employment preparation.

Salvation Army

The Anchorage Program is a 60-day (approximately 40-bed) addictions treatment program for men and women, which includes counselling on many topics, including healthy life choices. Following completion of this program, clients may go to the after care program (approximately 20 beds). Clients may also be involved in Salvation Army's Special Training and Educational Program or their Work Readiness and Placement Program which can include referrals for employment.

Rosaire House (The Pas Health Complex)

Rosaire House, which is located in The Pas Health Complex, is a 20-bed rehabilitation centre with a three-week addictions treatment program. Within the treatment program, clients are provided with literacy skill development, counselling on employment issues, and referrals for employment.

Behavioural Health Foundation[7]

Behavioural Health Foundation is a long-term (approximately nine months) residential treatment program providing addictions counselling and lifestyle skills to individuals and families (men, women and youth). The program includes work activity projects in which clients develop transferable skills in a simulated work environment. Education is provided to clients through an on-site literacy program. The program includes training for and referrals to employment. Continued support is provided to clients after they have secured employment.

Results Indicators

Information was collected from each external agency on the following five results indicators listed in the Canada-Manitoba EAPD Agreement:

1. the number of people actively participating in programs (**Active Participants**);
2. the number of people successfully completing programs (**Successful Completion**);
3. the number of people who did not complete their program, but completed at least one intervention or activity in their program that would help lead them closer to employment (**Progressed**);
4. the number of people employed after participation (**Employed**); and
5. the number of people who received supports which enabled them to keep their jobs in a vocational crisis (**Vocational Crisis**).

[7] The Behavioural Health Foundation changed its name from the St. Norbert Foundation in 2000/01.

This information is summarized in the following table. Some agencies did not collect information on all of the indicators in 2000/01 and 2001/02.

External Addictions Agencies
EAPD Results Indicators 2000/01

Addictions Agency	Active Participants	Successful Completion	Progressed	Employed	Vocational Crisis
Addictions Recovery	31	11	N/A	11	0
Churchill RHA	N/A	N/A	N/A	N/A	N/A
Tamarack Rehab Inc.	83	42	N/A	42	0
Native Addictions	N/A	N/A	N/A	N/A	N/A
Salvation Army	414	303	8	4	N/A
Rosaire House	229*	161	N/A	90	N/A
Behavioural Health	295	209	86	111	13
Total	**1,052**	**726**	**94**	**258**	**13**

N/A Information on this indicator is not available.
* Employment information is available on 190 of the 229 participants. Of these 190 participants, 90 (48%) obtained employment – 53 full time, 22 seasonally and 15 part time.

External Addictions Agencies
EAPD Results Indicators 2001/02

Addictions Agency*	Active Participants	Successful Completion	Progressed	Employed	Vocational Crisis
Addictions Recovery	44	13	9	17	0
Churchill RHA	N/A	N/A	N/A	N/A	N/A
Tamarack Rehab Inc.	84	47	N/A	47	4
Salvation Army**	154	65	89	N/A	N/A
Rosaire House	249	177	N/A	99	N/A
Behavioural Health	294	206	88	74	10
Total	**825**	**508**	**186**	**237**	**14**

* Native Addictions Council of Manitoba was not cost shared under EAPD in 2001/02.
** Numbers for the Salvation Army appear to differ significantly from 2000/01 as a result of varying definitions being applied by the different people involved in the data collection.

Expenditures

The following table provides the 2000/01 and 2001/02 EAPD expenditures by agency.

EXTERNAL ADDICTIONS AGENCIES
EAPD ELIGIBLE EXPENDITURES BY AGENCY 2000/01

Agency		Administration	Program	Total
Addictions Recovery Inc.		.7	25.1	25.8
Churchill Regional Health Authority		.5	13.3	13.8
Tamarack Rehab Inc.		35.2	180.6	215.8
Native Addictions Council of Manitoba		37.6	257.1	294.7
Salvation Army		31.2	137.8	169.0
Rosaire House		65.1	413.6	478.7
Behavioural Health Foundation		247.0		247.0
Total	**$**	**417.3**	**1,027.5**	**1,444.8**
	%	28.9	71.1	100.0

EXTERNAL ADDICTIONS AGENCIES
EAPD ELIGIBLE EXPENDITURES BY AGENCY 2001/02

Agency		Administration	Program	Total
Addictions Recovery Inc.		1.2	25.1	26.3
Churchill Regional Health Authority		0.0	13.5	13.5
Tamarack Rehab Inc.		2.6	217.6	220.2
Salvation Army		22.8	175.3	198.1
Rosaire House		63.0	362.1	425.1
Behavioural Health Foundation		247.0	0.0	247.0
Total	**$**	**336.6**	**793.6**	**1,130.2**
	%	29.8	70.2	100.0

Addictions Foundation of Manitoba

Addictions Foundation of Manitoba (AFM) programs, funded under the EAPD Agreement, provide a wide range of employment-focused services to assist adults with disabilities in preparing for, attaining and retaining employment. These programs are delivered through a continuum of services involving residential and community-based programs.

AFM programs are delivered on a regional basis throughout Manitoba. AFM programs provide the opportunity for employment success by coordinating a range of support and counselling services that can facilitate the participant's entry into the labour force or maintenance of employment.

The Canadian Human Rights Commission and the Manitoba Human Rights Commission recognize persons that are dependent on alcohol, drugs, or other addictive substances as having a physical or mental disability.

Description of Programs and Services

Adult Residential Programs

This program is designed to return the individual to an optimal level of functioning by dealing with the impact of an addiction. The program allows clients to stabilize vocational crisis matters and provides skills for preparing for and attaining employment. Employment-focused skill development is provided in areas such as time, stress and anger management, communication, accountability, healthy lifestyle and job search skills.

Improving employability is seen as providing individuals with the knowledge, skills and ongoing supports to allow meaningful participation in society, thus fostering employment opportunities or retention of employment. If an individual is unable to moderate or control the use of an addictive substance, their ability to participate meaningfully in society is severely limited. For these clients, the risk of harm associated with the use of addictive substances impacts on their ability to participate meaningfully in employment, thereby affecting their ability to obtain or maintain employment.

The program facilitates a client's reintegration from the structured environment of a residential rehabilitation setting back into the community. The clients are men and women 18 years of age and older, who have been screened and assessed as dependently involved with alcohol and other drugs and requiring extensive ongoing intervention.

A short-term (21-28 days) alcohol/other drugs residential rehabilitation service is available through the AFM's five facilities located in Brandon (1), Ste. Rose du Lac (1), Thompson (1) and Winnipeg (2). Residential clients are referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support after completion of the program.

Adult Community-Based Programs

Similar to residential programs, this program is designed to facilitate the return of an individual to an optimal level of functioning which includes employability.

The program provides clients with a supportive environment and information regarding risks and other life functioning problems (employment/vocational, family, and social life skills) affected by their involvement with alcohol and other drugs. As with residential programs, employment-focused skill development is provided to enable individuals to obtain or retain employment.

The direct clients are men and women 18 years of age and older who have been screened and assessed as being harmfully and dependently involved with alcohol and other drugs but have a stable living environment and strong community and family supports, conducive to a community-based method of service.

Adult Community-Based Services provides a range of rehabilitation services of varying intensities (daily, twice a week or weekly) to people living in the community. These services are offered throughout the province on a regularly scheduled basis. The content of the various programs is delivered through individual counselling, group counselling, discussion groups, lectures, films, assignments and handout materials. As appropriate, links are also established with psychological service providers, such as a clinical psychologist, community mental health worker or psychiatrist.

Upon completing the program, clients may be referred to an AFM continuing care service and/or to an external community or self-help resource for ongoing support.

Results Indicators

The AFM is currently in the process of developing comprehensive information pertaining to the five primary result indicators contained within the EAPD Agreement.

The following table provides a summary of the number of clients served and program admissions during 2000/01 and 2001/02 for AFM adult treatment programs:

Results Indicator	Participants	
	2000/01	2001/02
1. Number of people actively participating in programs	5,241	5,381
2. Number of people successfully completing programs	N/A	N/A
3. Number of people completing employment preparation programs, who subsequently progress to other interventions leading to employment	N/A	N/A
4. Number of people employed after participation	N/A	N/A
5. Number of people sustained in employment in the case of vocational crises	N/A	N/A

ADDICTIONS FOUNDATION OF MANITOBA
NUMBER OF PARTICIPANTS 2000/01

Measure	Number of Participants
Number of Clients (Individuals)	5,241
Number of Admissions (Clients transferred between more than one AFM Program during each reporting period)	9,460

ADDICTIONS FOUNDATION OF MANITOBA
NUMBER OF PARTICIPANTS 2001/02

Measure	Number of Participants
Number of Clients (Individuals)	5,381
Number of Admissions (Clients transferred between more than one AFM Program during each reporting period)	9,523

Expenditures

The following table provides the 2000/01 and 2001/02 EAPD expenditures by program.

ADDICTIONS FOUNDATION OF MANITOBA
EAPD ELIGIBLE EXPENDITURES BY PROGRAM ($000) 2000/01

		Administration	Program	Total
Total Expenditures	$	1,444.9	4,283.2	5,728.1
	%	25.2	74.8	100.0

ADDICTIONS FOUNDATION OF MANITOBA
EAPD ELIGIBLE EXPENDITURES BY PROGRAM ($000) 2001/02

		Administration	Program	Total
Total Expenditures	$	1,590.9	4,319.0	5,909.9
	%	26.9	73.1	100.0